

JANUARY /FEBRUARY 2016

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COMMISSION NEWS

KEEPING US UPDATED!



West Virginia Public Broadcasting is proud to announce that on January 1, 2016, The West Virginia Channel will be on the air. Currently called WVPBS 2 the channel will feature programs about West Virginia and Appalachian culture, history and current affairs, as well as some of the best educational and news programs PBS has to offer, such as Frontline, Nova, & PBS NewsHour.

"The hallmark of The West Virginia Channel will be coverage of the West Virginia Legislature," Executive Producer Beth Vorhees said. "During the 60-day regular session, we will provide our viewers with the opportunity to watch floor sessions of the Senate and House of Delegates, as well as presentations and public hearings."

Coverage of the legislature will begin on Wednesday, January 13, 2016, and will be available on The West Virginia Channel and online at www.wvpublic.org. "We're proud to offer this new service to tell West Virginia's story," Scott Finn, Executive Director of West Virginia Public Broadcasting, said. Anticipated programming will consist of more than just legislative coverage. "We're seeking more programming for and about West Virginia from independent producers of all sorts," Finn said. "West Virginia Public Broadcasting also has a full library of award-winning documentaries produced by our own staff and will complement the new productions we expect from working with various media partners in West Virginia and within the Appalachian region." Check their website for cable Channel available in your area.

Special points of interest:

- National Mentoring Month
- National Glaucoma Awareness
- Cervical Health Awareness Month
- National Blood Donor Month
- Birth Defects Prevention Month

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CELEBRATING A CIVIL RIGHTS LEADER!

Celebrating the life of the Rev. Dr. Martin Luther King, Jr.

"When we allow freedom to ring, when we let it ring from every village and every hamlet, from every State and every city, we will be able to speed up that day when all God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of the old Negro spiritual: 'Free at last, Free at last, Thank God Almighty, we are free at last." Martin Luther King, Jr., Lincoln Memorial, 1963.

people throughout the world to strive for the ideals of equality and non-violence -ideals to which he dedicated his life. Born January 15, 1929 in Atlanta, Georgia, King was the son of Alberta Williams King and the Rev. Martin Luther King, Sr., a prominent Baptist preacher. King followed in his father's footsteps, and was himself ordained in the Baptist ministry in 1948. Several years later he married Coretta Scott and in 1955 he was awarded a Ph.D. in Theology from Boston University.

Dr. King's commitment to theology was more than just academic; he put his beliefs into action and was passionately devoted to social and political justice.



The year he received his doctorate he led the Montgomery (Alabama) Improvement Association in

a nonviolent boycott of the city bus system which lasted for over a year, after Rosa Parks was arrested for refusing to give up her bus seat to a white man. The boycott ultimately resulted in the desegregation of public transit, and was a major victory in a crucial campaign of protest, education, and Dr. Martin Luther King, Jr. inspired economic boycotts aimed at ending racial segregation in the American South.

> West Virginia, along with countless others remember Dr. King's life and where we are on that journey and legacy with their own celebrations and activities, such as the Herbert Henderson Office of Minority Affairs and the Martin Luther King, Jr. State Holiday Commission, which hosted its annual commemoration and celebration at Asbury United Methodist Church, 501 Elizabeth Street in Charleston, on Monday, January 18, 2016 with the theme: "There's Still Work To Be Done; If Not Now, When?

If Not You, Who?"

The ecumenical service began at 9:30 a.m. until noon, and was followed by a march to the bell at the State Capitol Complex for a Bell Ringing Ceremony at 12:30 p.m.

In addition to that event, the Acting Executive Director of the WV Human Rights Commission, Marykaye Jacquet, participated in the King celebration commemoration of the Fairmont NAACP. chapter 3245.

Ms. Jacquet chose the topic, "Are We There Yet," in which she cited that though we've made significant strides in the Journey toward **Justice** and Equality, the challenges that continue to face the 21st century Civil Rights leaders and activists still pose the question of an assurance that we will still get there some day.

The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.

Rev. Dr. Martin Luther King Jr.

WHAT'S IN A NAME? -- Logophile

This name is most appropriate for this category because the definition of Logophile, is "one who appreciates and has a love for words." Ann Curzan, an English Professor at the University of Michigan has a unique take on 'words' through her talk on TED.com, when she speaks to her audience from the topic "What Makes a Word Real?" Curzan says, "One could argue that slang words like 'hangry,' 'defriend' and 'adorkable' fill crucial meaning gaps in the English language, even if they don't appear in the dictionary. After all, who actually decides which words make it into those pages? She is considered a language historian and gives a charming look at the humans behind dictionaries, and the choices they make. She is known to be a collector of slang words, a dissector of colloquialisms and a charter of language evolution. To put it most simply, she is a Professor of English at the University of Michigan who studies how the English language works and how it has changed over time. As she puts it in explained to me, a text that says her talk, "The English language is rich, vibrant and filled with the creativity of the people who speak it."

Oxford Dictionaries actually promotes a "Words of the Year" list where they not only share the

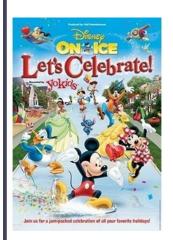
"Word of the Year" but they also list the most 'unnecessary' and the 'most euphemistic' words of the year. Among the list of the most unnecessary are:: manbun ('man's hairstyle pulled up in a bun'). Manbun was up against dadbod ('flabby physique of a typical dad'), among others. One father in the group, as part of his defense of dadbods more generally, added for the record, "I love my dadbod." Another person countered that dadbod is unnecessary because we already have father figure, and while that line got a good laugh, it didn't get much traction. The most persuasive argument was that a manbun is really just a bun, on a man, and there is no good reason to pretend there is something specifically masculine about a man's bun. (Yes, the point was raised that *manbun* is also potentially ambiguous about what body part is involved.) Most Euphemistic: Netflix and chill I first heard from undergraduates about the euphemistic use of Netflix and chill in September. As they "netflix and chill?" is the modern equivalent of "Do you want to come up and see my etchings?" In class this past week, I learned that at least one student and her friends have created a new phrase:

If things get more serious than Netflix and chill, you may be ready to "Hulu and commit." May that catch on! Another strong candidate in this category was swipe right/left accept or reject,' based on gestures used on the dating app. One of the other categories that receives notable mention in this article is the "Most Notable Hashtag"whereas there were other hashtag linking multiple events into something meaningful and bigger, such as #StayWoke ('exhortation to remain vigilant and informed,' currently used by the #BlackLivesMatter movement) is powerful and received a lot of votes, #SayHerName was the eventual winner with its power to focus attention on violence against Black women.

Oh and by the way, the Word of the Year" at the 2015 poll, was the word, "THEY"! #gofigure#



AROUND OUR TOWN !!



Disney On Ice presents Let's Celebrate! Presented by Stonyfield YoKids Organic Yogurt is bringing a colossal party on ice to your hometown! This all-new show visits Charleston from February 18 to 21 for eight performances at the Charleston Civic Center. Tickets are on sale now.

Audiences are invited to make an ordinary day extraordinary and enjoy some of the world's most popular festivities, including a winter wonderland with Mickey Mouse and Minnie Mouse, a Halloween haunt with the Disney Villains, a Hawaiian luau with Lilo and Stitch, a Royal Ball with the Disney Princesses, a Very Merry Un-birthday Party and more in one action-packed and positively unforgettable celebration!



West Virginia American Choral Directors Association January 28-January 30, 2016 Charleston Civic Center



In a faraway kingdom, the green ogre Shrek finds his swamp invaded by banished fairytale misfits, runaways who've been cast off by Lord Farquaad, a tiny terror with big ambitions. When Shrek sets off with a wise-cracking donkey to confront Farquaad, he's handed a task – if he rescues feisty Princess Fiona from the Dragon-guarded tower, his swamp will be returned to him. But, a fairy tale wouldn't be complete without unexpected twists and turns along the way March 10-13, 2016

Charleston Civic Center





On Saturday, May 21, 2016, the children will be a part of a special workship led by famed composer, Jim Papoulis! During the winter months, he has been working a special commission requested by Selina Midkiff. But, the spin on this commission is how it will be completed. During the workshop, Mr. Papoulis will have the children help him finish composing the piece. This is something he has done during many festivals and workshops with children's choirs around the nation and the world. The children will rehearse the completed comission as well as a few other songs written by Mr. Papoulis which he will conduct at ACC's Spring Concert!

GO RED FOR HEALTHY HEARTS!



Staff of the West Virginia Human Rights Commission participated in the Go Red for Women's Heart Health month by donning their red in various patterns, choice of garment as well as choice of accessory. Special thanks to the males who participated as well, and who recognize Heart Health to be an important step to living a holistic healthy life style.

The first facts all women need to be aware of are very serious:

Heart disease and stroke cause 1 in 3 deaths among women each year – more than all cancers combined. Fortunately, we can change that because 80 percent of cardiac and stroke events may be prevented with education and action.

Go Red For Women inspires women to make lifestyle changes, mobilize communities and shape policies to save lives; **Go Red For Women Is Leading The Battle.** At the Go Red For Women hub, we're doing everything we can to fight heart disease in women. We're providing life saving information to women of all ages and ethnicities, we're increasing gender-focused medical research, and we provide a tight community of likeminded champions who have banded together to form an unstoppable army against heart disease in women.

FEBRUARY IS NATIONAL HEART HEALTH MONTH

Strong Men Make Heart Health a Priority

After undergoing triple coronary bypass surgery in 1999, Louisiana native, Clarence Ancar made the decision to make his heart health a priority. Before he had surgery, Clarence knew he had high cholesterol but had dismissed his doctor's advice on adopting a healthy lifestyle and taking his medication. Clarence's cardiologist, Dr. Keith C. Ferdinand, taught him that heart disease was not a death sentence and that he could still live a long, healthy life if he committed to making a few changes and respected his heart condition. Working together with his health care team, Clarence developed a plan to start and stay heart healthy.

By setting small, achievable goals and tracking those goals, Clarence made a big and lasting difference in his health. He learned the importance of taking his high blood pressure and cholesterol medications. With the help of a dietitian Dr. Ferdinand referred him to, he started eating less of the fatty, salty, and greasy food and added more fruits and vegetables. He also began walking 2-3 miles each day. After his surgery, Clarence lost a significant amount of weight and kept it off.

Today, Dr. Ferdinand continues to motivate and support Clarence in his heart health journey. By having a strong and trusting relationship with his doctor, Clarence was able to adopt and maintain a healthy lifestyle. Clarence encourages African American men to be strong and commit to making one heart-healthy lifestyle change during American Heart Month.

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Wheeling HRC Partners with WV HRC, EEOC, NAACP

Wheeling, WV – The Wheeling Human Rights Commission (HRC) recently partnered with the West Virginia Human Rights Commission (WV HRC), the U.S. Equal Employment

Opportunity Commission (EEOC), and the Wheeling Branch of the (NAACP) to make a joint presentation to the Wheeling community and offer agency availability to Wheeling area residents.

On Monday, November 16, 2015, beginning at 6:00 p.m., in the West Virginia Northern Community College B&O Auditorium, representatives from the Wheeling HRC, WV HRC, EEOC, and NAACP gave individual presentations to the community. Afterwards each agency talked with interested persons

From the community about any concerns they may have regarding discrimination, how to file a claim and which agency would be the appropriate agency to take their concerns to.

The Wheeling HRC, a commission of the City of Wheeling, strives to eliminate all discrimination in housing, employment and places of public accommodations in the city of Wheeling, and investigates complaints of discrimination within the city.

The WV HRC investigates and adjudicates complaints in housing, employment and places of public accommodations, and strives to eliminate discrimination throughout the state of West Virginia.

The EEOC promotes equality of opportunity in the workplace and

enforces federal laws prohibiting employment discrimination.

The NAACP works to ensure a society in which all individuals have equal rights without discrimination.

For more information, please contact the Wheeling HRC office at 304-234-3609 or hrc@wheelingwy.gov. or

The West Virginia Human Rights Commission office, at 304-558-2616 or www.hrc.wv.gov

Original design by Philip A. Wright WVHRC

ALJ'S Training Session

On Friday, December 4, 2015, the Bureau of Employment Programs sponsored a training seminar which focused on the rigid criteria applied to ALJ decisions on unemployment claims by the US Department of Labor.

WVHRC's ALJ, Greg Evers and General Counsel, Cameron McKinney were in attendance and Mr. McKinney, said he I thought the training was informative and the atmosphere was cordial.

Those criteria are designed to ensure high-quality written decisions and a reliable records of proceedings, and are thus applicable to decisions made here by our ALJ and the Commission.

While the ALJs from the Bureau of Employment Programs usually deal with issues that are very different from the discrimination issues we face, I found that there are numerous similarities and areas of overlap including: applying principles of law

to unique and unprecedented facts, dealing with emotional people and situations involving their jobs, building a record of proceedings that can be reviewed upon appeals, dealing with reversals or remands from appellate courts, and concerns over workplace security.

"Every ALJ in the Bureau of Employment Programs attended."

COMMUNITY OUTREACH





Acting Executive Director Jacquet, and Former Executive Director, Que Stephens are ing choices, places of employment and pictured here on Thursday, February 18, 2016 when Ms. Jacquet spoke to the St. Albans Rotary Club about the services provided by the West Virginia Human Rights Commission.

eliminating discrimination throughout the state and to educate the public regarding the West Virginia Human Rights Act and West Virginia Fair Housing Act, and the West Virginia Pregnant Workers Fairness Act, which protects individuals from unlawful discrimination in their hous-

places of public accommodation.

The Commission is also preparing for a WV Human Rights Forum that will be held at Shepherd University, March 14-15, 2016 that will help to provide additional information to the citizens of West Virginia about their rights as well as some of the current legislation and how it may affect all West Virginians.

The Commission continues to participate in Outreach events such as this in an effort to make all West Virginians aware of their rights with regard to



Sugarplum Pudding Cake Recipe

Ingredients

1/4 cup butter, softened

1/2 cup sugar

1 egg

3/4 cup all-purpose flour

3/4 teaspoon baking soda

3/4 teaspoon ground cinnamon

1/4 teaspoon ground nutmeg

3/4 cup buttermilk

3/4 cup chopped pitted dried plums

1/2 cup chopped walnuts

COCONUT TOPPING:

2 tablespoons butter

1/3 cup sugar

2 tablespoons buttermilk

1/2 cup flaked coconut

1/4 teaspoon vanilla extract

In a small bowl, cream butter and sugar. Beat in egg. Combine the flour, baking soda, cinnamon and nutmeg; add to creamed mixture alternately with buttermilk. Beat just until combined. Fold in plums and walnuts. Transfer to a 9-in. x 5-in. loaf pan coated with cooking spray. Meanwhile, in a small saucepan, melt butter; stir in sugar and buttermilk. Bring to a boil. Reduce heat; simmer, uncovered, for 1 minute. Stir in coconut and vanilla. Immediately spread topping over cake when removed from the oven. Bake at 350° for 30-35 minutes or until a toothpick inserted near the center comes out clean. Serve warm. Yield: 6 servings.

WEST VIRGINIA HUMAN RIGHTS COMMISSION

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We are a neutral agency

MARCH 2016

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